

Norms of Engagement

- Bring a positive mood
- Come with an open mind
- Be ready to share so everyone learns
- Raise your hand if you want to speak;



Fostering a Culture of Continuous Learning and Development



Let's take a poll

Ice-Breaker

THE INNOVATOR WITHIN

WHAT'S THE **NUMBER** OF THE PARKING SPACE COVERED BY THE CAR?

16	06	68	88		98
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Content and Objectives

- Benefits of Continuous Learning and Development

Explain the impact of a continuous learning culture on individual and organizational growth

- Strategies for implementing a culture of continuous learning

List some best practices for designing and implementing effective continuous learning and development initiatives

- Tools and resources for continuous learning

Describe tools to empower employees at all levels to take ownership of their ongoing professional development journey

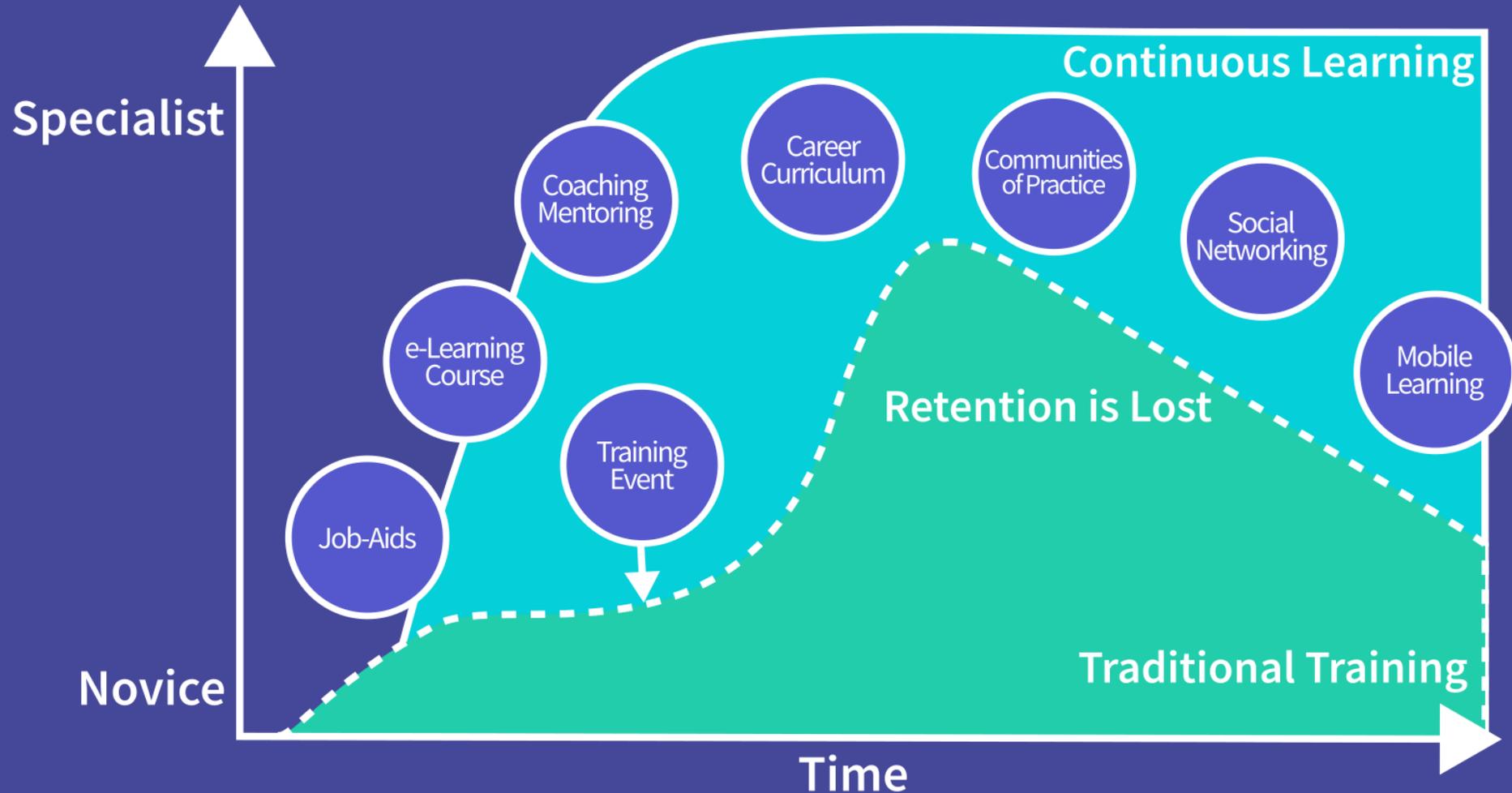
- Challenges to building a learning culture

Identify some challenges and resistance to change while instilling a culture of continuous learning



What is Continuous Learning?

BERSIN BY DELOITTE CONTINUOUS LEARNING MODEL



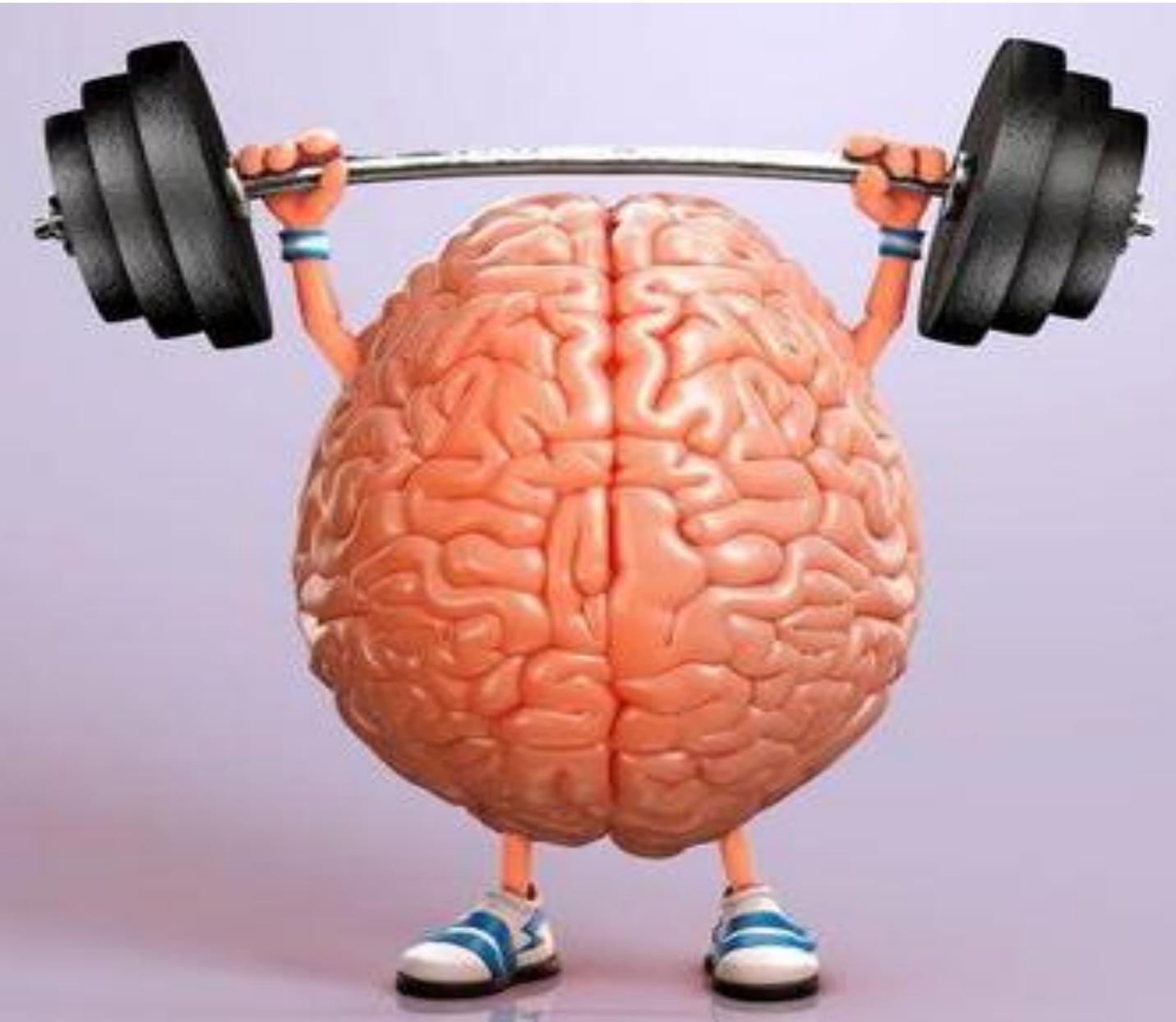


What is a Learning Culture?



Benefits

- Individual
- Team
- Organization



To the individual

Building our brain muscles –
with continuous learning,
which opens up new and
stronger connections

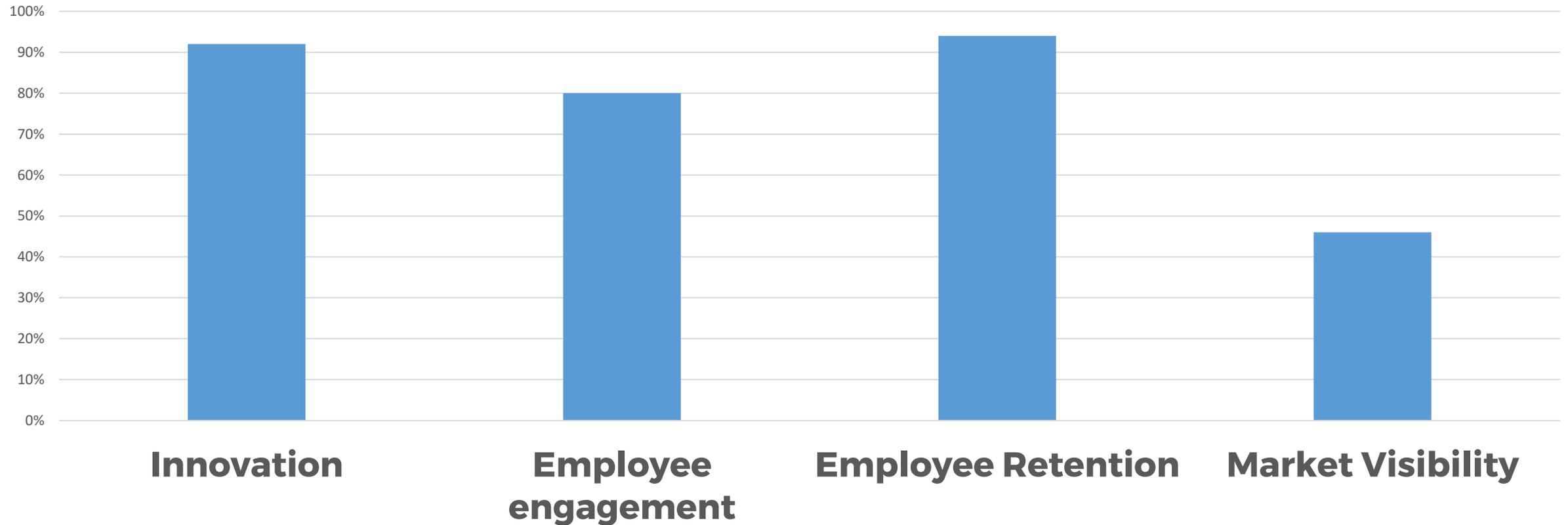


One hour per day of study in your chosen field is all it takes. One hour per day of study will put you at the top of your field within three years. Within five years you'll be a national authority. In seven years, you can be one of the best people in the world at what you do.

— *Earl Nightingale* —

AZ QUOTES

Impact of a Learning Culture on Organizations





Strategies To Implementing A Culture Of Continuous Learning And Development

Strategies

Recognize that employee-learners are in the driver's seat

Become comfortable with the shift from push to pull

Use technology to drive employee-centric learning

Realign and reengage

Adopt a learning architecture that supports an expanded vision for continuous learning and development



Poll

Key Elements



- Leadership support and buy-in
- Integration with performance management
- Aligned learning objectives
- Open communication

Case Studies





Tools And Resources For Continuous Learning And Development

Some Tools and resources

Learning Management Systems
(LMS)

Webinars and Workshops

Mentorship and Coaching Programs

Internal Knowledge Sharing
Programs



Creating Learning Action Plans

- Organizational & Team Plan
- Individual Plan



Organizational Plan

- Identify organizational objectives
- Assess current skills and gaps
- Engage stakeholders
- Evaluate and measure



Individual Plan

- Set clear learning goals
- Identify learning resources
- Break down goals into milestones



Overcoming Challenges To Building A Learning Culture



Challenges And Solutions

- Time constraints
- Lack of resources
- Line manager buy-in
- Measuring the impact of learning

Conclusion



**“If knowledge is a power,
then learning is a superpower.”**

- Jim Kwik, author and podcaster.

Content and Objectives Revisited

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DOCUMENT ACTION POINTS

Upcoming Programmes



FACILITATING

LEARNING

Online & In-Person

A Certification Programme of the International Finance Corporation - Learning and Performance Institute (IFC-LPI)

**Date: 22 September – 24 October 2023
(Tuesdays and Fridays)**

Time: 6.00PM – 8.00PM (WAT)

(5% discount)



PROFESSIONAL COACH CERTIFICATION PROGRAMME

Accredited by the International Coaching Federation (ICF)

Date: 8 October 2023

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Flexible payment available**



QUESTIONS & ANSWERS



THANK YOU



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